



Strategic Plan Review 2012-13
School of Education
UAM is Dedicated to Providing Educational Opportunities

Strategic Goals	Objectives	Outcomes
Enhancement of Resources	<ul style="list-style-type: none"> ▪ Recruit, develop and retain a quality faculty and staff. ▪ Build partnerships through networking and collaboration. ▪ Enhance the university’s image, visibility, and influence. ▪ Enhance the research environment for faculty and students. ▪ Improve internal and external communications. ▪ Improve employment opportunities. ▪ Develop internal and external resources. ▪ Recruit, retain and graduate students. 	<ul style="list-style-type: none"> ○ See page
Enhancement of Academics	<ul style="list-style-type: none"> ▪ Improve academic quality standards. ▪ Share academic opportunities across units. ▪ Increase opportunities for faculty/student research and creative activities and increase experimental and service learning opportunities. ▪ Improve internal and external communications. ▪ Utilize our Colleges of Technology to offer technical programs to all campuses. ▪ Accommodate the diverse needs of students. ▪ Enhance UAM’s image. 	<ul style="list-style-type: none"> ○ See page
Enhancement of Quality of Life	<ul style="list-style-type: none"> ▪ Accommodate the diverse needs of students. ▪ Develop and implement a comprehensive student retention plan. ▪ Promote healthy lifestyles for students, employees, and communities. 	<ul style="list-style-type: none"> ○ See page

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Strategic Goal 1: Enhancement of Resources

Objectives	Strategy	Outcomes
<p>1.1 Recruit, develop, and retain a quality faculty and staff.</p>	<p>1.1A Develop faculty through professional development in areas of common core curriculum, the new teacher evaluation standards, and methods to promote teachers as facilitators of learning.</p>	<p>One hundred percent (100%) of the faculty participated in professional development for the common core curriculum and teachers as facilitators with 85% of the faculty receiving additional training relevant to their content area. One hundred (100%) of the faculty who were required to have TESS (teacher evaluation) training did so.</p>
	<p>1.1B Provide prescriptive professional development for faculty</p>	<p>All faculty attended professional development (PD) sessions relevant to their content area of instruction. Approximately seventy-five percent of the faculty attended a state or national conference or both. 100% of the faculty participated in some form of prescriptive professional development related to their discipline, new technology, or instructional strategies. Several faculty participated in webinars and online PD.</p>
	<p>1.1C Further develop professional learning teams to provide additional support for faculty</p>	<p>EDUC, ECED, MLED, and MAT faculty worked in “job-alike” groups to plan and align course content and to share instructional strategies. New faculty met with current faculty to become familiar with program standards and the content of the courses.</p>
	<p>1.1D Provide additional faculty support for programs with increasing enrollment</p>	<p>An additional faculty position has been requested to support the increasing enrollment for the Physical Education/Exercise Science/MPEC programs, but has not been approved at this time.</p>

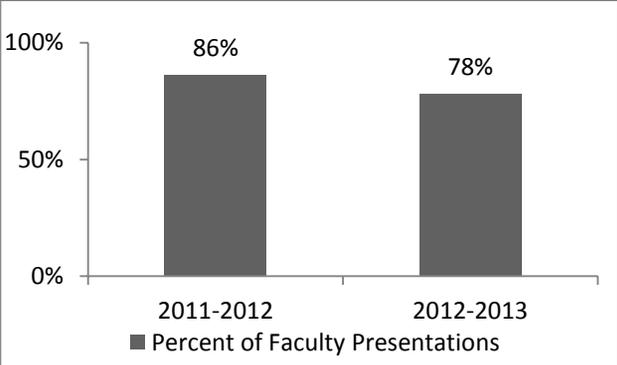
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Strategic Goal 1: Enhancement of Resources

Objectives	Strategy	Outcomes
1.2 Build partnerships through networking and collaboration.	1.2 The School of Education/supporting units and school-based faculty will share expertise and integrate resources to support candidate learning.	The School of Education Immersion Program was expanded to include the Drew Central School District. The School of Education ERZ project continued to develop collaborative projects among the School of Arts and Humanities, the School of Mathematics and Sciences, and the School of Education. The projects included ACT preparation for high school students, team teaching/projects, and grant planning.
1.3 Enhance the university's image, visibility, and influence.	1.3 Utilizing partnerships with the Arkansas Department of Education, Arkansas post-secondary institutions, and public schools to increase statewide recruitment efforts for teacher education.	The SOE MAT coordinator and the Recruitment/Retention Coordinator attend all available ADE recruitment events as well as off-campus post-secondary recruitment events. The unit is currently in discussions with ADE and one local public school in regard to the new Teacher Cadet program which is designed to introduce high school juniors and seniors to teaching as a career choice. The SOE utilizes local billboards and radio advertising to enhance the visibility of the unit and the university. The unit is reimbursed \$1000 per year by ADE for recruitment expenses. The SOE also host recruitment events for area high school students as well as other students on the campus.

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Strategic Goal 1: Enhancement of Resources

Objectives	Strategy	Outcomes						
<p>1.4 Enhance the research environment for faculty and students.</p>	<p>1.4 Encourage faculty to develop proposals for publications, presentations, and grants.</p>	<p>Seventy-eight percent (78%) of the faculty made presentations at conferences, submitted proposals for publications, had articles accepted for publication, and/or had grants funded. Although, the percent decreased slightly, the percentage of faculty co-presenting with teacher candidates with clinical interns at state conferences increased.</p>  <table border="1"> <caption>Percent of Faculty Presentations</caption> <thead> <tr> <th>Year</th> <th>Percent of Faculty Presentations</th> </tr> </thead> <tbody> <tr> <td>2011-2012</td> <td>86%</td> </tr> <tr> <td>2012-2013</td> <td>78%</td> </tr> </tbody> </table>	Year	Percent of Faculty Presentations	2011-2012	86%	2012-2013	78%
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Strategic Goal 1: Enhancement of Resources

Objectives	Strategy	Outcomes
1.5 Improve internal and external communications.	1.5 Utilize resources to create new publicity/communications strategies	Mass emails distributions were used to alert UAM education students of employment opportunities. The Education Renewal Zone (ERZ) School District List-Serv was used to share current program information and to conduct feasibility studies for potential program development. Radio Advertising and billboards publicized degree programs. Dr. Longing made personal visits to area local schools to meet with faculty about School of Education graduate programs. Full color posters were placed in teacher’s lounges to advertise the Education Leadership Degree.
1.6 Improve employment opportunities.	1.6 Explore options for increasing access to graduate degrees to enhance employment for public school employees	The School of Education received approval for all graduate degrees to be offered in an online format. Graduate coursework was transitioned from 16 week to 8 week sessions.
1.7 Develop internal and external resources.	1.7 Provide professional development opportunities for the faculty.	Faculty participated in on-campus professional development for instructional technology, the new teacher evaluation support system (TESS), common core instruction, and Learning by Design. One hundred percent (100%) of the faculty attended one or more state and/or national conferences relative to their discipline.

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Strategic Goal 1: Enhancement of Resources

Objectives	Strategy	Outcomes								
<p>1.8 Recruit, retain and graduate students.</p>	<p>1.8A Utilize the SOE recruitment plan to increase the number of candidates admitted to the undergraduate and MAT programs in Middle Childhood Math/Science and MAT 7-12 math/science.</p>	<p>The Master of Arts in Teaching degree experienced a 58% growth in enrollment in math and science candidates. The new Bachelor of Science in Teaching Degree now has 42 majors. The number of middle childhood graduates increased by 60%.</p> <table border="1"> <caption>Percent of Increase in Enrollment from 2011-2012 to 2012-2013</caption> <thead> <tr> <th>Program</th> <th>Percent of Increase</th> </tr> </thead> <tbody> <tr> <td>BSTL</td> <td>14%</td> </tr> <tr> <td>Middle Childhood</td> <td>60%</td> </tr> <tr> <td>MAT Math/Science</td> <td>58%</td> </tr> </tbody> </table>	Program	Percent of Increase	BSTL	14%	Middle Childhood	60%	MAT Math/Science	58%
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BSTL	14%									
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Strategic Goal 1: Enhancement of Resources

Objectives	Strategy	Outcomes
1.8 Recruit, retain and graduate students (Continued).	1.8B Create 3+2 or 4+1 graduate programs to allow upper level/high performing undergraduate students the option to take graduate courses for undergraduate and future graduate degree credit.	Not Accomplished
	1.8C Provide multiple opportunities for Praxis I exam support.	Praxis Study Guides were purchased for student use to support test success. Students were also provided access to tutorial websites. Faculty offered individual assistance in test-taking strategies.

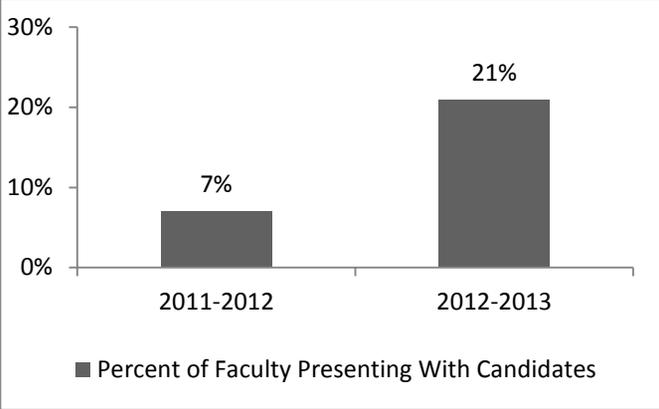
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Strategic Goal 2: Enhancement of Academics

Objectives	Strategy	Outcomes						
<p>2.1 Improve academic quality standards.</p>	<p>2.1 Curriculum and Assessment Committee will analyze program data to formulate a plan to move students from acceptable on the program signature assessments to target on the signature assessments.</p>	<p>A bar chart with a vertical axis labeled from 0% to 100% in increments of 50%. The horizontal axis has two categories: '2011-2012' and '2012-2013'. The bar for 2011-2012 reaches the 78% mark, and the bar for 2012-2013 reaches the 82% mark. A legend below the chart shows a dark gray square next to the text 'Percent of Candidates Scoring Target on Signature Assessments'.</p> <table border="1"> <thead> <tr> <th>Year</th> <th>Percent of Candidates Scoring Target on Signature Assessments</th> </tr> </thead> <tbody> <tr> <td>2011-2012</td> <td>78%</td> </tr> <tr> <td>2012-2013</td> <td>82%</td> </tr> </tbody> </table>	Year	Percent of Candidates Scoring Target on Signature Assessments	2011-2012	78%	2012-2013	82%
Year	Percent of Candidates Scoring Target on Signature Assessments							
2011-2012	78%							
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<p>2.2 Share academic opportunities across units.</p>	<p>2.2 Expand partnerships with other units to develop activities for public school students.</p>	<p>The School of Education, School of Arts and Humanities, School of Mathematics and Sciences and the ERZ continued to collaborate to provide multiple opportunities for public school students to interact with UAM faculty on the university campus as well as in the public school classrooms. The Dean of the School of Mathematics and Sciences conducted demonstration lessons in high school chemistry classes.</p>						

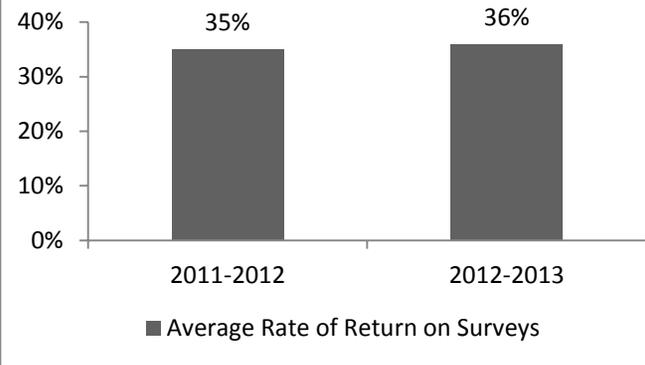
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Strategic Goal 2: Enhancement of Academics

Objectives	Strategy	Outcomes						
<p>2.3 Increase opportunities for faculty/student research and creative activities and increase experimental and service learning opportunities.</p>	<p>2.3 Encourage faculty to include students when possible in the writing of presentation, publication, and grant proposals.</p>	<p>Three (3) faculty co-presented with clinical interns at state conferences. This is an increase of 14%</p>  <table border="1" data-bbox="1247 391 1906 800"> <caption>Percent of Faculty Presenting With Candidates</caption> <thead> <tr> <th>Year</th> <th>Percent</th> </tr> </thead> <tbody> <tr> <td>2011-2012</td> <td>7%</td> </tr> <tr> <td>2012-2013</td> <td>21%</td> </tr> </tbody> </table>	Year	Percent	2011-2012	7%	2012-2013	21%
Year	Percent							
2011-2012	7%							
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<p>2.4 Improve internal and external communications.</p>	<p>2.4A Encourage faculty to utilize new TOP Blackboard training course to improve communication with students and improve course instructions via Blackboard</p>	<p>Approximately 50% of the UAM faculty completed the TOP Blackboard training course.</p>						

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Strategic Goal 2: Enhancement of Academics

Objectives	Strategy	Outcomes
2.4 Improve internal and external communications (Continued).	2.4B Utilize employer and graduate surveys to improve programs.	 <p>The average rate of return on all surveys from 2011-2012 did not significantly improve; however, the rate of return remained steady at 49% for the principal survey. The graduate survey rate of return increased slightly from 20% to 22%.</p>
2.5 Utilize our Colleges of Technology to offer technical programs to all campuses.	2.5 Improve understanding of UAM-College of Technology in Crossett and UAM-College of Technology in McGehee course offerings.	Not Accomplished
2.6 Accommodate the diverse needs of students.	2.6 Develop faculty through professional development in the area of differentiated instruction for diverse learners.	All SOE faculty participated in workshops on differentiated instruction and were observed by the dean implementing the strategies.
2.7 Enhance UAM’s image.	2.7 Increase the local and state recognition of education students and graduates that demonstrate academic excellence.	The SOE Kappa Delta Pi Honorary Society increased its membership in the past year. Chapter was recognized by the national office for its increase in enrollment. The unit experienced an increase in education majors inducted into Alpha Chi with one education major being awarded the Alpha Chi member of the year.

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Strategic Goal 3: Enhancement of Quality of Life

Objectives	Strategy	Outcomes
3.1 Accommodate the diverse needs of students.	3.1 Develop a perception survey that is given to all students to determine the student perception of how well faculty accommodates the diverse needs of students.	Not Accomplished.
3.2 Develop and implement a comprehensive student retention plan.	3.2 Provide additional support for at-risk students through enhanced advising, differentiated instruction and referring student to available support resources.	Faculty participated in professional development for academic advising including the use of the new advisement reports. Several faculty members identified students with special needs and referred them to the appropriate services.
3.3 Promote healthy lifestyles for students, employees, and communities.	3.3 Develop continuing education opportunities for students, employees, and communities in the area of health and fitness.	The health and PE faculty are planning an exercise/fitness laboratory designed to assess fitness and prescribe healthy lifestyle plans. UAM also has a new Wellness Center that will be available for all faculty beginning summer 2013.